

NOT TO BE INCLUDED  
IN BOUND VOLUMES

PHB  
Newark, CA

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

STEELER, INC.  
Employer

and

Case 32-RC-63182

TEAMSTERS LOCAL 853, INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS  
Petitioner

DECISION AND CERTIFICATION OF REPRESENTATIVE

The National Labor Relations Board has considered objections to an election held on September 30, 2011, and the Regional Director's report recommending disposition of them. The election was conducted pursuant to a Stipulated Election Agreement. The tally of ballots shows 10 for and 4 against the Petitioner, with no challenged ballots.

The Board has delegated its authority in this proceeding to a three-member panel.

The Board has reviewed the record in light of the exceptions and brief, and has adopted the Regional Director's findings and recommendations, and finds that a certification of representative should be issued.

CERTIFICATION OF REPRESENTATIVE

IT IS CERTIFIED that a majority of the valid ballots have been cast for Teamsters Local 853, International Brotherhood of Teamsters, and that it is the exclusive collective-bargaining representative of the employees in the following appropriate unit:

All full-time and regular part-time warehouse, yard, and production employees, including all drivers, maintenance employees, machine helpers, operators, loaders, receivers, mill helpers, and banders employed by the Employer at its facility located at 6851 Smith Avenue in Newark, California; excluding all office clerical employees, all other employees, guards, and supervisors as defined in the National Labor Relations Act.

Dated, Washington, D.C., April 5, 2012.

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| _____<br>Mark Gaston Pearce, | Chairman |
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| _____<br>Brian E. Hayes, | Member |
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| _____<br>Sharon Block, | Member |
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(SEAL)

NATIONAL LABOR RELATIONS BOARD